

Code of Conduct

The Flame Ontario team expects attendees and volunteers to **create and maintain a space that is welcoming for all**.

The purpose of this Code of Conduct statement is to affirm the following:

- (a) **No discrimination** based on gender, sexual orientation, gender identity, gender expression, disability, ethnicity, colour, socioeconomic status, age, family status, marital status, religion or receipt of public assistance will be tolerated at Flame Ontario events.
- (b) Flame Ontario is committed to providing a safe and respectful environment for all persons who attend, including volunteers at, Flame Ontario events, and, Flame Ontario affirms that no one should be subjected to discrimination, violence or harassment for any reason, at any time.
- (c) All complaints of discrimination based on the protected grounds listed above in (a), of violence and of harassment will be treated seriously and Flame Ontario will address all complaints quickly, confidentially, and fairly.

This Code of Conduct outlines **our expectations of participant behaviour** at Flame Ontario associated events. This **includes any online forums** moderated by Flame Ontario and between any SideBurn volunteers and attendees participating in **pre- and post-event planning**.

Participation in Flame Ontario events and its online forums are open to all; however, continued attendance and opportunities for **participation can be limited or revoked** if you fail to respect other attendees, volunteers, the members of the surrounding communities adjacent or in proximity to the location where a Flame Ontario event is occurring, or if you behave in a way that endangers yourself, the event, or the broader community.

Please **be conscious of your well-being and aware of your own needs**. Practice self-care and harm reduction. Remember that we value self-reliance in our community. In general, Flame Ontario encourages community members to resolve disputes at the lowest level. There might, however, be **some situations you can't work out on your own**. If you find yourself in such a situation, **please reach out** to the following for support: Rangers, Sanctuary, First Aid, event committee, board of directors (as applicable). For support outside the event please contact the [Conduct Committee](#) or file an [Incident Report](#).

For the purpose of this Code of Conduct:

- “harassment”, “harassing”, “harass” means engaging in a course of vexatious comment or conduct against a person at a Flame Ontario event that is known or ought reasonably to be known to be unwelcome including exerting or attempting to exert undue or inappropriate influence on a person at a Flame Ontario or behaving in a manner that may reasonably be perceived as intimidating or threatening, and, depending on the circumstances, may include

- one incident of such comment or conduct; and
- “violence”, “violent” ” means the exercise of physical force by a person against another person that causes or could cause physical injury or death to the other person, an attempt to exercise physical force against another person that could cause physical injury or death to such other person, and/or a statement or behaviour that it is reasonable for a person to interpret as a threat to exercise physical force against the person that could cause physical injury or death to the person.

1. The expected behaviour from attendees and volunteers at Flame Ontario events includes, but is not limited to:

- **Ensuring consent:** Consent is supported by our whole community. You are obligated to get someone’s consent before any form of physical contact, in situations involving videography or photography at Flame Ontario events. Ask first and respect the response.
- **Being considerate and respectful** of fellow participants and the community around the event.
- **Refraining from demeaning, discriminatory, harassing or violent behaviour.** ●
Being mindful of your surroundings and of your fellow participants’ safety.

2. The unacceptable behaviour that all attendees and volunteers at Flame Ontario events shall not engage in includes, but is not limited to:

- **Predatory behaviour**, defined as any unwanted and non-consensual form of any one or more of the following behaviours: intimidation, harassment, coercive behaviour, stalking, verbal or physical abuse, violence, and the intentional destruction of or damage to property.
- **Discrimination** based on the protected grounds listed above in paragraph (a)
- **Non-consensual physical contact**, including unwelcome sexual interaction or commentary.
- **Destruction or neglect of Flame Ontario property**, physical or otherwise, such as vandalism, theft, defrauding the ticketing process, impersonating a lead or organizer.
- **Disrespecting the host community, residents, and businesses** surrounding the event. Examples of non-tolerated behaviours include dumping trash in local dumpsters, trespassing, or repeated violations of the event’s sound ordinance.
- Wanton, flagrant, or repeated **disregard for one’s own safety or well-being in a manner that demands the intervention** of other attendees, community members, volunteers, or outside agencies, such as intervention by local emergency services.
- **Repeated or egregious violations of any and all policies** put in effect by event

organizers.

3. Consequences of unacceptable behaviour:

Behaviour that is contrary to the expected behaviour described in paragraph 1 above or is unacceptable behaviour as described in paragraph 2 above **will not be tolerated**; this includes behaviour before, at, or after the event, whether by phone, email, social media, or in face-to-face communication.

Anyone asked to stop unacceptable behaviour is expected to do so immediately: the Flame Ontario board may take any action they deem appropriate to **ensure the safety of the event and its participants**. This action **may include expulsion from the event** without refund and/or **removal from volunteer or leadership roles**.

Without limiting the generality of the foregoing, Flame Ontario will investigate all complaints of discrimination, harassment, /or violence reported by attendees, including volunteers, at Flame Ontario events. Such investigation will be carried out in a serious and confidential manner. The procedures for carrying out an investigation will be established by the board of directors of Flame Ontario, and the investigation may be carried out by a third party appointed by the board of directors of Flame Ontario.

4. What to do if you witness or are subject to unacceptable behaviour:

If you are, or someone else is, being subjected to unacceptable behaviour, including being discriminated against, being harassed or being the object of violence, or if you have any other concerns, then in each such case:

- **First, speak up.** Ask the person to stop. Say no.
- If you feel unsafe, **leave the situation**.
- If you feel uncomfortable but the behaviour does not cross any particular line, step away from the situation and reach out of to the following others for support: Rangers, Sanctuary, First Aid, event committee, board of directors (as applicable).
- **If you need help, ask for it.** If someone asks you for help, do your best to help or find someone who can.
- At any Flame Ontario event, **report your concerns to an on-call Ranger or Flame Ontario Board Member**: these individuals are prepared to assist participants and listen to your concerns. They **can be found roaming the event and/or stationed at Safety HQ**. If you see any event Staff with a Radio they can also contact a Ranger or Board Member for you.
- If you **witness or are the victim of a crime** during the event and wish to have direct law enforcement response, please call law enforcement as needed and then advise safety HQ



as soon as possible, so we can best direct them from the entrance gate. Alternatively, please let someone with a radio know and we can contact law enforcement on your behalf.

- At any time, you can **submit a report directly** to the Flame Ontario **Conduct and Consent Committee** using our [Incident Reporting Form](#)

Flame Ontario **does not have the power to exclude a person from the Burner community at large**, public spaces where the community gathers, or private, community events (parties, private fundraisers, etc.) that Flame Ontario does not sponsor or put on itself.

Flame Ontario does **not intend for this process to be an alternative forum for justice** and cannot guarantee a repair of damage or reversal of trauma.

We thank you in advance for your adherence to this Code of Conduct. Together, we can **craft an event and community that is safe and welcoming for all** participants with a commitment to improvement.

5. Boundaries and Consent

Consent is mandatory. Consent requires a request, and waiting for a response. Attain consent **before touching another person, taking photos of anyone**, and seek ongoing continuous **enthusiastic consent while engaging in sexual or intimate activities.**

Radical **self-expression can take many forms – including nudity – and is not an invitation** to invade another’s personal space or make verbal or physical advances. People **may be unable to give consent due to being intoxicated**, in an altered state, or even asleep. A person who is intoxicated may appear to give consent without actually being able to do so. If this is suspected, then **step away** from the interaction. **Past interactions do not imply future consent.**

Consent may be withdrawn at any time, for whatever reason.

Respect people’s bodies, boundaries and personal space. We all want to have a fun, safe, and enjoyable experience.

Accept “no” gracefully; coercion is a crime. Remember, **only “YES” means yes!**

6. Clothing

SideBurn is a clothing-optional event. Given the bugs and the unpredictable Ontario weather in May, nudity is likely to be much less common than at warmer Burner events.

7. All Age Event



SideBurn is an all ages event and attendees are expected to be respectful of our underaged attendees and respect all laws pertaining to legal ages.